

Cambridge Human Rights Commission Thursday, May 1, 2014

Present: Commissioners Kerry Gough, Nicholas Leydon, Kim Nghiem, Sabrina Selk, and Randa Shedid; and City staff Nancy Schlacter, Mariah Freark and Carmen S. Negrón.

Absent: Commissioners Chanta Bhan, Bonita Cox, Mercedes Evans, Melissa Gonzalez-Brenes, Harry R. Nieva, and Brendan St. Amant.

Guests: Dr. Kahris McLaughlin, CPS Affirmative Action Coordinator; Barbara Allen, CPS Executive Director, Human Resources and Lori Likis, CPS Chief Planning Officer.

Documents Used:

- CPS Affirmative Action Office CHRC Presentation Agenda
- 1982 Settlement Agreement
- CPS job application flyer
- "Making News" packet
- "Staff Diversity in CPS" Powerpoint
- "HR Update" Powerpoint
- "Schools at a Glance" booklet
- Affirmative Action Advisory Cmte Goals Report to Supt. Young 11/29/12
- Affirmative Action Report Memo to Supt. Young 8/29/13; 10/23 memo
- CPS Suspension Data Grades 6-8" chart for 2011-2013

1. Call to order

Commissioner Shedid called the meeting to order at 6:04 p.m. No one was recording the meeting.

2. Public Comment

No public comment.

3. Welcome new Commissioner Nicholas Leydon

Commissioners and staff introduced themselves and welcomed Commissioner Nicholas G. Leydon.

4. April Minutes Approval

Voting on April minutes was tabled due to lack of a quorum.

5. Executive Director's Report

Executive Director Schlacter updated the Commission on closed cases and staff activities. She will send Commissioners a link of the live stream from the Fair Housing Equal Access Rule seminar.

6. School Department Update

Dr. McLaughlin and Mss. Allen and Likis gave a presentation on changes that have occurred in the School Department since the last update Dr. McLaughlin gave the Commission. Dr. McLaughlin discussed the parity rate within the School Department staff, and identified the shrinking pool of eligible teacher candidates as a major challenge. Dr. McLaughlin outlined her theory for why the pool is shrinking, citing institutional problems with the way teachers are educated. She also discussed CPS's hiring process as it

compares to other districts'. Ms. Allen also discussed the hiring process, as well as the experience of teachers of color once they are hired into the district.

Dr. McLaughlin gave the Commission the data available since the Innovation Agenda was implemented, and discussed the change in school suspension data. Ms. Likis gave some background on how the progress of the Innovation Agenda is being tracked. The Commission and E.D. Schlacter thanked all three presenters and asked if Dr. McLaughlin could return in the fall for another update. Dr. McLaughlin suggested coming again in October, and the Commission will discuss that possibility.

7. April meeting follow-up

The Commission is interested in having Cliff Cook give a presentation at the June meeting.

8. New business

E.D. Schlacter told Commissioners that they need to decide whether they want to have a July meeting, since the current meeting date may conflict with the 4th of July holiday.

9. Outreach Subcommittee

For an update on the CCTV PSA, Commissioners Nghiem and Gough informed the Commission that they taped a 30-second PSA the morning of the meeting. E.D. Schlacter informed Commissioners of the City's upcoming Holocaust Commemoration. She also gave an update on the continuing translation of the Commission's printed outreach materials, as well as an update on upcoming possible outreach events, such as RiverFest.

Meeting adjourned at 8:05 p.m. Next Commission meeting is Thursday, May 1, 2014 at 6:00 p.m.